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TEXAS DEPARTMENT OF PUBLIC SAFETY

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October 31, 2017

Corporal Jerald A. Sams
1500 N. Congress
Austin, Texas 78701

Ref: Review of Personnel Complaint Investigation OIG2017-0418; Non-Disciplinary Action

Dear Corporal Sams:

This letter is in reference to a review of Personnel Complaint Investigation OIG2017-0418, conducted as a result of the personnel complaint initiated against you. While the allegation was not sustained, a secondary review of the complaint and additional interviews have been conducted by the Office of Inspector General. The secondary review revealed several areas of concern regarding leadership and communication.

As a result of the information obtained during this investigation, you will revert to your non-appointed rank of Senior Trooper and be placed on a performance improvement plan. As part of your improvement plan, your chain of command will identify training to improve your leadership, communication skills, and decision making abilities.

I wish you success and solicit your best efforts in furthering the Department's goals and objectives in your new assignment.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ron Joy'.

Ron Joy, Chief
Texas Highways Patrol

RJ:ps

cc: Regional Director Jose Ortiz
Major Christopher Jones
Captain Jeremiah Richards